

TOWARDS GENDER EQUITY 2030



Maribyrnong
CITY COUNCIL

COMMUNITY REPORT CARD 2023-2024

This Community Report Card provides a summary of the key achievements of Maribyrnong City Council's Towards Gender Equity 2030 strategy in 2023/2024.

Towards Gender Equity 2030 sets our long-term commitment and guides investment and action to achieve gender equality, prevent family violence and respond to the needs of victims of family violence in Maribyrnong. It includes an ambitious set of evidence-based objectives and strategies to achieve our vision.

As the level of government closest to the community, Victorian Councils have a mandate to create healthy, safe and inclusive. To ensure our programs and services promote gender respect and equity, we deliver a range of initiatives with the community, our Western Region partners and within Council.

Our vision is, where all people in Maribyrnong flourish and live free from violence and discrimination and have equal status, rights, opportunities, representation and respect, regardless of their gender.

Our Strategy is guided by the following principles:



1. Human Rights



2. Prevention



3. Community



4. Intersectionality



5. Life Stages



6. Evidence and Innovation




7. Collaboration

Below is an outline of the programs, initiatives and key achievements that Council has undertaken to meet the objectives and strategies of Towards Gender Equity 2030 strategy in 2023/2024.

Objective 1:

Strengthen our response to violence against women and family violence



- ←

Maternal and Child Health service has a Family Support Worker that is employed part-time to support Family Violence identified through the service. This role enables risk assessments, safety plans, referrals, support and secondary consultations within the team and external Family Violence (FV) organisations with any FV disclosure.
- ←

Council's community facilities continue to have information for community about family violence support services which is regularly updated.
- ←

Social Worker funded and located at Community Centres to provide referral and support to families experiencing family violence.
- ←

Council staff participated in two group sessions of recognising, referring and responding to family violence training, delivered by GenWest (total 31 staff).
- ←

All Maternal and Child Health staff participated in specifically tailored recognising, referring and responding to family violence training as part of their annual planning day.
- ←

New employees are provided with details of the family violence policy and complete a family violence and gender equity eLearning module as part of their induction (total 78 staff completed). They can also access the Employee Assistance Program for family violence counselling.
- ←

Council partnered with GenWest to deliver three sessions for the Asylum Seeker Refugee Centre (ASRC) staff of recognising, referring and responding to family violence training.

Objective 2:

Work alongside the community to prevent gender-based violence and normalise gender equality in public and private life



- ← Council continued to support annual campaigns that promote gender equity and prevent family violence, including International Women's Day, 16 Days of Activism Against Gender Based Violence, World Elder Abuse Awareness Day, LGBTIQ+ Domestic Violence Awareness Day and International Day of People with Disability.
- ← Events for International Women's Day (IWD) included IWD lunch in partnership with Hobsons Bay City Council for the local business community, a partnership event with Western Bulldogs and Victoria University at Footscray Community Arts featuring a panel of amazing local women, IWD trivia at West Footscray library about feminist icons and a IWD afternoon tea at Braybrook Community Centre celebrating the incredible resilience of a member of our Deaf community.
- ← In partnership with GenWest and the Preventing Violence Together (PVT) network, Council hosted events and programs to recognise the 16 Days of Activism Against Gender Based Violence campaign including a film screening at Footscray Library and online/in-person themed book displays, a social media campaign, participation in the Walk Against Family Violence 2023, Respect Victoria's "Respect is" Campaign and two sessions with over 80 young people highlighting women's achievements in sport.
- ← Council continues to partner with organisations that support women and gender diverse people experiencing disadvantage, including Western Bulldog Community Foundation, Multicultural Centre for Women's Health, GenWest, Asylum Seeker Resource Centre, Victoria University and other Preventing Violence Together partners.
- ← Council signed the Darlington Statement in February 2024. The Statement affirms the rights of Australia's Intersex community and Council's affirmation allies the organisation with the statements made in the document.
- ← Council flew the flags for the following days, IDAHOBIT, Transgender Day of Remembrance and Intersex Awareness Day.
- ← A Disability & Inclusion Events Checklist was developed for external organisations.
- ← Council partnered with Climate Emergency Australia to host the Climate Emergency Conference 2024, which included discussions around gender equity in relation to climate justice, as well as presentation of the work undertaken by Council and GenWest to support women impacted by the 2022 flood event.
- ← Council undertook training for Councillors and all staff in LGBTIQ+ Inclusion. The training offered participants insights into LGBTIQ+ history and lived experience, while providing a comprehensive overview of current terminology and statistics surrounding best-practice workplace inclusion.
- ← Council delivered Disability Awareness training and a Disability Confident workshop to staff with the purpose of strengthening understanding about access and inclusion.
- ← The Maidstone Community Centre holds a monthly meeting for attendees of the original 'Links 4 Women' support Group. The participants meet monthly, share news and learn about what is happening at the Community Centres and in the community.
- ← Maribyrnong Libraries provide resources, picture books and literature to the community that showcase positive gender relations, model diverse representation and promote gender equality.
- ← Maternal and Child Health delivered seven Baby Makes 3 programs with participation from 49 families.
- ← Council provided and promoted sessions to support capacity building with local families and practitioners on gender equity and respectful relationships through the Parenting In Maribyrnong Calendar.
- ← Council hosted two gender equity in the early years sessions for families, in partnership with GenWest and Drummond Street.
- ← Continue to resource and promote the Beyond Princesses and Pirates resource, a guide to children's picture books that promote gender equality and challenge gender stereotypes.

Objective 3:

Increase women's independence and role in decision making



- ← 22 Maribyrnong Youth Advisory Committee meetings held, with 13 young people represented, ensuring young people's meaningful participation in decision making processes and building leadership capacity and skills.
- ← Council supported four She's the Boss – Women in Business events in a range of businesses across the municipality. The events have proven extremely popular and have had an average attendance of over 50 people at each event.
- ← As a signatory to the Victorian Local Government Women's Charter Council to support women and men to have an equal right to be representatives in local governments, committees and decision-making positions.
- ← Neighbourhood Houses and Community Centres continue to offer programs, services and workshops to support underrepresented women and gender diverse communities, including gentle exercise, life-skill development, social support, health and wellbeing programs and fortnightly meetups for gender diverse young people.
- ← In 2023/24 Council opened a new round of Triennial Arts Partner funding. As part of the application process, a diversity matrix of the organisations' leadership team and board (including gender) was submitted to Council. Over the 14 funded arts organisations in Maribyrnong, 10 of the 14 organisations now have female CEOs or Co-CEOs of their organisations.
- ← The Western Artist Mentorship Program was delivered intersectionally to support First Nations, Culturally Diverse or Artists who are Deaf or disabled to remove barriers to participation in arts practice.
- ← Libraries support underrepresented women and gender diverse community to access programs and services that facilitate skills development, social connection, and health and wellbeing. Including Book Groups, Knitting Groups, Tech Help, Movie Clubs, Tai Chi, Gentle Chair Exercises, LGBTIQ+ Youth Clothes Swap, Drag Trivia events, Queer Book Group, LGBTI Book and Film Chat, author events, and an outreach program with family violence service McAuley House.
- ← Maribyrnong's community leadership programs have been committed to diverse participation since 2015. A gathering of 28 graduates from previous community leadership programs was convened in May 2024, addressing topics of access, gender equity and inclusion for future community leadership programming in Maribyrnong.
- ← The Amplify participation program supported two groups of female artists to curate artistic programs that promote self-expression, community-building and inclusion. These include podcasters who explore intersectional identity in their regular episodes, and a local playwright developing a new play about environmental issues.
- ← The Supported Season Program at the Bluestone Church Arts Space supports artists to produce and perform new artistic works with the support of a dedicated producer, in-kind venue and technical and marketing support. In the first two years of this program, works supported were by female and gender-diverse artists and producers.
- ← Council offered free education support to the newly arrived migrant and refugee women and families through its Family Inclusive Language and Learning Support program.
- ← Maternal and Child Health also participated in a co-design program with healthability.org.au to ensure inclusive language and to avoid gender stereotypes around parenting across the whole program. A toolkit will be released in 2024/2025.
- ← Braybrook Community Hub hosted Your Career, Your Way in partnership with Victoria University, an intensive career development program for women to allow them to thrive and participate fully in economic life.

Objective 4:

Ensure that the development of policy, programs and services considers the specific impacts on women and men



- ← Council continues to be an active member of the Municipal Association of Victoria (MAV) Preventing Violence Against Women Network, the Preventing Violence Together Partnership, the Engaging Men Network, the Partners in Prevention Network and the Action for Equity network.
- ← Active Maribyrnong has collaborated with “Her Run” a not for profit running club organisation open to all women. The organisation is an all-inclusive club that welcomes all cultural backgrounds, levels and abilities to be active together.
- ← The Women’s Multicultural Swimming Program is a vital initiative that plays a significant role in promoting inclusivity, empowerment and community well-being. This program aims to highlight the importance of water safety and its positive impact on women from diverse cultural backgrounds. The free swimming program was hosted during Women’s Swim Night at Maribyrnong Aquatic Centre and was available for 20 participants over a four week program.
- ← This Girl Can – Maribyrnong Girls Can Active Maribyrnong celebrated VicHealth’s This Girl Can Week by running 26 free Maribyrnong Girls Can programs from Monday 9th October – Sunday 15th October 2023. There were over 400 registrations for programs across the week.
- ← In partnership with Western Bulldogs Community Foundation, a 10-week Daughters of the West program to support health and wellbeing was delivered, with over 100 women participating.
- ← In partnership with Western Bulldogs Community Foundation, a 10-week Leaders of the Pack program was delivered to inspire and empower 20 young women with a range of topics including gender equality.

Objective 5:

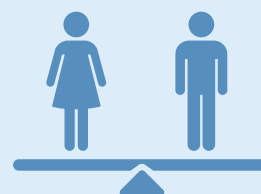
Increase the number of safe and gender-equitable facilities and public environments to facilitate equal participation in Community and civic life



- ← Council continues to collect, analyse and use sex-disaggregated data to inform its planning and development of safe and gender-equitable facilities and public environments.
- ← Key public space projects applied crime prevention through environmental design and Gender Impact Assessments, including the Fair Access Policy, the Play Strategy, Integrated Transport Strategy, Parking Management Policy review, Laneway Strategy review and Vehicle Crossing Policy.
- ← Street Art is a traditionally male dominated area. In 2023/24 Council received funding from the Victorian State Government to expand our successful StreetWORKS program in the Footscray CBD. To address gender equity, Council offered the Major Mural Commission to profile and draw attention to a female artist (Katherine Gailer) along with ensuring 50% equity of male to female mural artists was represented across the 10 new artworks commissioned.

Objective 6:

Take steps to be a safer and more gender equitable organisation



- ← Council continues to implement a number of new initiatives and plans to adhere to the Victorian Gender Equality Act 2020, including workplace policy reviews and other year 3 planned implementation in the Gender Equality Action Plan (GEAP).
- ← The four-year capacity building framework has been successfully implemented to support the GEAP.
- ← A full two-year report on our activities and progress under the Gender Equality Act 2020 was reported to the Commission for Gender Equality in the Public Sector in February 2024.
- ← The Gender Equality Reference Group Continues to monitor the implementation of the GEAP.



Maribyrnong City Council

Phone: (03) 9688 0200

Fax: (03) 9687 7793

Email: email@maribyrnong.vic.gov.au

Web: www.maribyrnong.vic.gov.au

TTY (Hearing Impaired): 9688 0564

After Hours/Emergency: 9688 0363

Postal address:

PO Box 58 West Footscray VIC 3012



TIS 131 450



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